

TASK FORCE TO STUDY PERFORMANCE**INCENTIVES FOR TEACHERS**

2008 GENERAL SESSION

STATE OF UTAH

LONG TITLE**General Description:**

This bill creates the Performance Incentives for Teachers Task Force.

Highlighted Provisions:

This bill:

- ▶ establishes the membership of the task force and provides for compensation of legislative members;
- ▶ outlines the duties of the task force;
- ▶ provides for staffing of the task force;
- ▶ requires the task force to give a final report to the Education Interim Committee.

Monies Appropriated in this Bill:

This bill appropriates:

- ▶ \$36,540 from the General Fund for fiscal year 2007-08 only.

Other Special Clauses:

This bill is repealed on November 30, 2008.

Be it enacted by the Legislature of the state of Utah:

Section 1. Performance Incentives for Teachers Task Force -- Creation --**Membership -- Quorum -- Compensation -- Staff.**

(1) There is created the Performance Incentives for Teachers Task Force consisting of the following 17 members:

(a) five members of the Senate appointed by the president of the Senate, no more than three of whom may be from the same political party;

(b) seven members of the House of Representatives appointed by the speaker of the House of Representatives, no more than five of whom may be from the same political party;

(c) the governor or the governor's designee;

(d) two members from the State Board of Education, appointed by the president of the Senate and speaker of the House of Representatives, in consultation with the State Board of Education; and

(e) two local board of education members, one from an urban school district and one from a rural school district, appointed by the president of the Senate and speaker of the House of Representatives, in consultation with the Utah School Boards Association.

(2) (a) The president of the Senate shall designate a member of the Senate appointed under Subsection (1)(a) as cochair of the task force.

(b) The speaker of the House of Representatives shall designate a member of the House of Representatives appointed under Subsection (1)(b) as a cochair of the task force.

(3) (a) A majority of the members of the task force constitute a quorum.

(b) The action of a majority of a quorum constitutes the action of the task force.

(4) (a) Salaries and expenses of the members of the task force who are legislators shall be paid in accordance with Section 36-2-2 and Legislative Joint Rules, Title 5, Chapter 3, Expenses and Mileage Reimbursement for Authorized Legislative Meetings, Special Sessions, and Veto Override Sessions.

(b) A member of the task force who is not a legislator may not receive compensation for the member's work associated with the task force, but may receive per diem and reimbursement for travel expenses incurred as a member of the task force at the rates established by the Division of Finance under Sections 63A-3-106 and 63A-3-107.

(5) The Office of Legislative Research and General Counsel shall provide staff support to the task force.

Section 2. Duties -- Meetings -- Report.

(1) The task force shall study and make recommendations on how performance incentives may be implemented to motivate teachers in improving performance and student achievement.

(2) In conducting the study, the task force shall:

(a) identify assessments of teacher performance that are valid, reliable, and objective;

(b) (i) evaluate to what extent existing data and data systems may be used to measure learning gains of a teacher's students; and

(ii) determine what modifications of data or data systems are needed to effectively

63 measure learning gains of a teacher's students;

64 (c) identify assessments of teacher performance for teachers that teach subjects not
65 tested by U-PASS (Utah Performance Assessment System for Students);

66 (d) consider the appropriateness of compensation based on individual, team, or
67 school-based performance, or a combination of those, and to what extent school districts or
68 schools should have flexibility in determining whether awards are based on individual, team, or
69 school-based performance, or a combination of those;

70 (e) consider how to transition from existing teacher compensation systems to systems
71 in which a portion of compensation is based on performance; and

72 (f) consider what should be an appropriate range for the amount of a
73 performance-based award or what portion of total compensation should be based on
74 performance.

75 (3) The task force shall submit a final report to the Education Interim Committee
76 before November 30, 2008.

77 **Section 3. Appropriation.**

78 There is appropriated from the General Fund for fiscal year 2007-08, a one-time
79 appropriation of:

80 (1) \$15,225 to the Senate to pay for compensation and expenses of senators on the task
81 force;

82 (2) \$21,315 to the House of Representatives to pay for the compensation and expenses
83 of representatives on the task force.

84 **Section 4. Repeal date.**

85 This bill is repealed on November 30, 2008.

